



Rehabilitation Services Commission

Bureau of Disability Determination
Bureau of Services for the Visually Impaired
Bureau of Vocational Rehabilitation

Order of Selection (OOS)

When a state vocational rehabilitation program, such as RSC, does not have adequate resources to serve all eligible individuals in the state, the Code of Federal Regulations ([34 CFR§361.36](#)) requires that an Order of Selection is implemented. The Order of Selection delineates parameters for selecting the order in which consumers are served and requires that consumers with the most significant disabilities are served first. The Code also requires that the Order of Selection is implemented on a statewide basis. There are three priority categories for Order of Selection:

Most Significant Disability (MSD – first priority category) refers to an individual who is expected to need multiple vocational rehabilitation services over an extended period of time and whose disability seriously limits three or more functional capacities in terms of an employment outcome.

Significant Disability (SD – second priority category) refers to an individual who is expected to need multiple vocational rehabilitation services over an extended period of time and whose disability seriously limits one or two functional capacities in terms of an employment outcome

Other Eligible Individuals (Other – third priority category) refers to an individual who meets the definition of eligible per rule [3304-2-54](#) of the Ohio Administrative Code (OAC) but who either is not expected to need multiple services over an extended period of time and/or who does not have limitations to functional capacities in terms of an employment outcome.

Functional Capacity Areas

- Communication** – is a person's ability to transmit and/or receive information through spoken, written or other non-verbal means. The emphasis is on limitations resulting from the disability-related communication difficulty, not from a communication problem resulting from language or cultural differences.
- Interpersonal Skills** – are a person's ability to establish and/or maintain personal, family or community relationships as they affect job performance. This could include appropriate and acceptable behavior, ability to cooperate in a team setting, understanding, and use of tact as they affect a person's job performance and participation in work-related activities
- Mobility** – is a person's ability to move to and from home and work or within a work environment, access and use transportation, as well as use of spatial and perceptual relationships. This may include limitations in terms of distance and/or terrain that can be traveled.
- Self-Care** – is a person's ability to independently perform activities of daily living, to participate in training or work-related activities, including eating, toileting, grooming, dressing, cooking, shopping, washing, housekeeping, money management and health and safety needs.
- Self-Direction** – is a person's ability to independently plan, initiate, problem solve, organize, or carryout goal directed activities.
- Work Skills** – are a person's ability to perform specific tasks required to carry out job functions as well as the capacity to benefit from training in the necessary skills.
- Work Tolerance** – is a person's ability to fulfill the demands of the work place regardless of the work skills already possessed by the individual. Limitations may be due to physical disability, stamina/fatigue, effects of medication, or psychological factors.

Over an Extended Period of Time

When making an OOS determination, the phrase "over an extended period of time" means the counselor/coordinator anticipates services received by the consumer will last six months or more from the date the services on the IPE are initiated.